


Memo

To: Deputy Director K. Sanders
From: Lieutenant J.T. Simpson 
CC: Captain T. Osborne
Date: March 27, 2013
Re: Employee Advisory

Please review the attached Employee Advisory. Contact me with any questions.

Alpharetta Police Department

Employee Advisory

Name: Arick Furr

Social Security Number: [REDACTED]

Unit/Division: Traffic

Supervisor: LT. J.T. Simpson

Date: 03/26/2013

This guide is used to assist supervisors in the preparation and documentation of the discussions for Employee Advisories.

Pre-meeting Preparation

Brief description of problem:

On 03/15/2013 at approximately 1350, you attempted to conduct a traffic stop on a motorcycle on GA400NB north of Windward. The driver then fled at a high rate of speed. You did not notify dispatch that you were in a vehicle pursuit. You pursued the suspect until McFarland Parkway in the area of Bluegrass Lakes Parkway. At approximately 1356, you found the suspect on Aderhold Way and took him in to custody. It was at this point that you called in to dispatch a traffic stop with your location of Aderhold Way. This was a violation of the vehicle pursuit policy (04-19-05 (G) and 04-19-09 (A)).

Date(s) of previous discussion(s) about this problem: none

Is the employee currently in an active level of discipline? Yes: No:

If so, indicate number of current, active disciplinarys:

Indicate current active level of discipline: Advisory: Written Reminder: DML:

Date(s) administered and category:

Desired Performance: You should have informed dispatch immediately of your involvement in a vehicle pursuit.

Actual Performance: You did not notify dispatch of your vehicle pursuit. You notified dispatch only AFTER you had found the suspect and took him into custody.

Consequences To Employee If Failure to Improve To Acceptable Level: Progressive levels of discipline will be used if this type of violation occurs again.

Impact/Business Reason Why Employee Must Solve This Problem: This type of action is a safety hazard to both the public and to the officer. Engaging in a vehicle pursuit without notifying dispatch does not allow supervisor to adequately evaluate the situation. By not notifying dispatch of the situation until the suspect is in custody puts the officer at risk if the suspect attacks the officer. Dispatch would have no way to send assistance.

Alpharetta Police Department

Employee Advisory

Name: Arick Furr

Employee Action Plan:

Employee commits to solve this problem by:

I UNDERSTAND THE SERIOUS NATURE OF MY ACTIONS AND MY DUTY TO FOLLOW POLICY & PROCEDURES & MY POOR JUDGEMENT WILL NOT HAPPEN AGAIN IN THE FUTURE.
Significant issues raised by the employee: ~~ATF~~

NOTE: ADDITIONAL DOCUMENTATION REQUIRED FOR WRITTEN REMINDER AND DML.

Additional Comments: I feel that a written advisory is appropriate for this violation. I have spoken to Officer Furr and he understands the seriousness of his actions. He has vowed not to repeat such acts.

Supervisor's Follow-up Plans: I will continue to monitor any vehicle pursuit's initiated by Officer Furr for the next six (6) months to ensure that policy is being followed.

Follow-up Date(s): 09/26/2013

Remember to attach documentation of compliance when applicable.

Issuing Supervisor: [Signature] Date: 3/26/13
Employee: Arick Furr Date: 3/27/13

RECEIVED/APPROVED

[Signature] 4-2-13

INCIDENT/INVESTIGATION REPORT

Agency Name
Alpharetta Police Department

ORI
GA 0600400

Location of Incident
Ga400nb, Alpharetta GA 30022-

Premise Type
Highway /road /alley

Zone/Tract

Case#
1303-0320

Date / Time Reported
03/15/2013 13:57 Fri

Last Known Secure
03/15/2013 13:57 Fri

At Found
03/15/2013 13:57 Fri

INCIDENT DATA

#1	Crime Incident(s) Speeding 40-6-181	(Com) M	Weapon / Tools NOT APPLICABLE/NONE			Activity
			Entry	Exit	Security	
#2	Crime Incident Reckless Driving 1st Offense 40-6-390	(Com) M	Weapon / Tools			Activity
			Entry	Exit	Security	
#3	Crime Incident Chaning Lanes / Slowing Or Stopping / Signals Req / Turning - 40-6-123	(Com) M	Weapon / Tools			Activity
			Entry	Exit	Security	

MO

VICTIM

of Victims **1** Type: **SOCIETY/PUBLIC** Injury: Domestic: **N**

VI Victim/Business Name (Last, First, Middle) **State Of Georgia** Victim of Crime # **1,2,3** DOB Age Race Sex Relationship To Offender Resident Status Military Branch/Status

Home Address Home Phone

Employer Name/Address Business Phone Mobile Phone

VYR Make Model Style Color Lic/Lis VIN

OTHERS

CODES: V- Victim (Denote V2, V3) O = Owner (if other than victim) R = Reporting Person (if other than victim)

Type: Injury:

Code Name (Last, First, Middle) Victim of Crime # DOB Age Race Sex Relationship To Offender Resident Status Military Branch/Status

Home Address Home Phone

Employer Name/Address Business Phone Mobile Phone

Type: Injury:

Code Name (Last, First, Middle) Victim of Crime # DOB Age Race Sex Relationship To Offender Resident Status Military Branch/Status

Home Address Home Phone

Employer Name/Address Business Phone Mobile Phone

PROPERTY

1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown
("OJ" = Recovered for Other Jurisdiction)

VI #	Code	Status Fm/To	Value	OJ	QTY	Property Description	Make/Model	Serial Number
	17	IMPD	\$1.00		1	2007 SIL. YC4LFZ GA	KAWA Zx600p7f	JKAZX4P127A009144

Officer/ID# **FURR, A. (TRAF, TRAF) (300)**

Invest ID# **(0)** Supervisor **OSBORNE, T. (TRAF) (108)**

Status Complainant Signature Case Status Cleared By Arrest **03/15/2013** Case Disposition: Page 1

Incident Report Additional Offense List

Alpharetta Police Department

OCA: 1303-0320

Offense List (Continued)

Page 2

Counter	Offense Description	Fel/Misd	Statute	Completed/Attempted
# 4	NO PROOF OF MINIMUM INSURANCE	M	40-6-10	Com
# 5	DRIVING WITH SUSPENDED/CANCELED/REVOKED	M	40-6-15	Com
# 6	FLEEING OR ATTEMPTING TO ELUDE		40-6-395	Com
# 7	DRIVING WITHIN A GORE OR MEDIAN	M	40-6-50	Com
# 8	LICENSE - WRONG CLASS OF LICENSE	M	40-5-23	Com

INCIDENT/INVESTIGATION REPORT

By: JSIMPSON,

03/26/2013 13:20

Alpharetta Police Department

Page 3

Case# 1303-0320

Status Codes 1 = None 2 = Burned 3 = Counterfeit / Forged 4 = Damaged / Vandalized 5 = Recovered 6 = Seized 7 = Stolen 8 = Unknown

IBR	Status	Quantity	Type Measure	Suspected Type	Up to 3 types of activity
D R U G S					

Assisting Officers
DERNER, D. (240)

Suspect Hate / Bias Motivated:

Page 3

NARRATIVE

While conducting stationary speed detection on GA400NB north of Haynes Bridge Rd, I observed a motorcycle in lane 1 in excess of the posted speed limit 65mph. I activated my laser (ProLaser III #PL25494) and checked the motorcycle at 136mph. I attempted to initiate a traffic stop on the silver sport bike but the driver accelerated at a rapid rate in a attempt to flee making multiple lane changes without a signal. I followed at a distance never losing sight of the silver sport bike. As the driver approached Exit 12 (McFarland Rd) I again attempted to initiate a traffic stop, and again the driver fled exiting exit number 12B cutting through the gore. I again followed the driver at a distance as he traveled westbound on McFarland Rd and he made a right turn onto Union Hill Rd and then the first right onto Rives Dr. The driver of the motorcycle went down Rives Dr. to the cul-de-sac where he laid down the motorcycle bearing GA tag YC4LFZ without injury. The driver was taken into custody without incident and was identified as H/M David Sosa. Sosa stated "he was so sorry and shouldn't of run but got scared because he did not have a motorcycle license. Sosa's motorcycle was removed and secured by United Towing. Sosa was transported to the City Of Alpharetta Jail N. Annex and was charged with Speeding, Reckless Driving, Fleeing and Attempting Too Elude, Improper Lane Change, Driving Through The Gore, No Insurance, Suspended Vehicle Registration, and Driving On Wrong Class Of License. Sosa was released to jail staff with his personal effects.

OFC. A. FURR #300

Incident Report Suspect List

Alpharetta Police Department

OCA: 1303-0320

1	Name (Last, First, Middle) <i>SOSA, DAVID WILLIAM</i>					Also Known As					Home Address <i>2840 ROCKVALE CT ALPHARETTA, GA 30004</i>				
	Business Address														
	DOB. █ 1992	Age 20	Race W	Sex M	Eth H	Hgt 504	Wgt 140	Hair BLK	Eye BRO	Skin	Driver's License / State. █ GA				
Scars, Marks, Tattoos, or other distinguishing features															
Reported Suspect Detail															
Suspect Age			Race	Sex	Eth	Height	Weight			SSN					
Weapon, Type		Feature		Make		Model			Color		Caliber		Dir of Travel Mode of Travel		
Veh Yr/Make/Model			Drs	Style		Color		Lic/St			VIN				
Notes							Physical Char								

Incident Report Related Vehicle List

Alpharetta Police Department

OCA: 1303-0320

1	VehYr/Make/Model <i>2007 KAWA, Zx600p7f</i>		Style <i>MC</i>		Color <i>SIL</i>		Lic/Lis <i>YC4LFZ GA 2013</i>		Vin <i>JKAZX4P127A009144</i>		
IBR Status <i>Impounded</i>			Date <i>03/15/2013</i>		Location <i>GA400NB, ALPHARETTA GA</i>						
Condition		Value <i>\$1.00</i>		Offense Code		Jurisdiction <i>Locally</i>		State #		NIC #	
Name (Last, First, Middle) <i>Sosa, David William</i>				Also Known As				Home Address <i>2840 ROCKVALE CT ALPHARETTA, GA 30004</i>			
Business Address								[REDACTED]			
DOB [REDACTED] /1992	Age <i>20</i>	Race <i>W</i>	Sex <i>M</i>	Hgt <i>504</i>	Wgt <i>140</i>	Scars, Marks, Tattoos, or other distinguishing features					

Notes

Supervisory Pursuit Report

OTHER CHARGE

Complete this form and route it through the appropriate chain of command for review by supervisory and command staff and final review by the Office of the Inspector General. Please only mark ONE answer per question for multiple-choice questions and fill in the blank for all other questions. This form is to be completed by a Divisional Supervisor NOT directly involved in the pursuit.

Initiating Officer's Name: FURR, ARICK Code: 300
Current Assignment: TRAF, TRAF, TRAF Report Number: 13030320
Date of Pursuit: 03/15/2013 Time of Pursuit: 13:30 Day of the Week: FRIDAY
Role in Pursuit: PRIMARY OFFICER

Pursuit

Who initiated the pursuit? ALPHARETTA POLICE DEPARTMENT

Location of the pursuit (street and closest intersection)

Began: GA400NB

Beat #:

Ended: RIVES DR

Beat #:

Length of pursuit (nearest tenth of a mile): 5.5

Total time of pursuit: Start: 13:30 End: 13:35 Total minutes: 5.0

Speed of pursuit: Highest: 120

Name(s) and code number(s) of secondary / assisting Police Department officers:

Position

Name

Code Number

Non-Department officer(s) who assisted in the pursuit and their jurisdiction:

Occupants

How many occupants were in the pursued vehicle including the driver at the onset of the pursuit? 1

The occupants included: 1 Adults 0 Juveniles 0 Unknown

What was the race of the driver? WHITE

What was the gender of the driver? MALE

What was the driver's age ? (If unknown, approximate) 20 Years

License status of the driver?

UNLICENSED

Suspect / driver was:

OTHER

Other (explain):

NOT IMPAIRED

Vehicle

Suspect vehicle information:

MOTORCYCLE

KAWASAKI

Roadway type:

GA 400 CORRIDOR

Speed limit:

65

Traffic conditions:

LIGHT

Weather conditions:

DRY

Incident

Provide the reason stated by the driver for fleeing:

NO MOTOR CYCLE LICENSE

Provide the officer's primary reason for the stop:

OTHER

List the route of the pursuit:

GA400NB

EXIT 12B

RIGHT ON UNION HILL RD

RIGHT ON RIVES RD

Did the pursuit relate to a previous incident determined after / during the pursuit? NO

If yes, provide the report number:

Was the suspect vehicle involved in a motor vehicle crash? NO

If yes, did the vehicle crash involve a Law Enforcement owned vehicle?

Did the vehicle crash involve vehicle(s) or property other than the suspect's or Law Enforcement? NO

If yes, provide report # associated with vehicle crash:

What was the total property damage? \$ 0

Was a DMV accident report completed? NO

Were any injuries as a result of the vehicle crash? NO

If yes, to whom? Suspect driver/passenger(s) NO Law Enforcement NO Other citizen NO

Were any injuries fatal? NO

Was Air Support requested? NO If yes, did they respond? NO

Were there any significant / unusual events during the pursuit or the aftermath? YES

If yes, explain:

NONE

Pursuit Termination

Was the pursuit terminated? **YES**

How did the pursuit end? **SUSPECT STOPPED VOLUNTARILY**

If the pursuit was terminated, who terminated it? **VOLUNTARILY**

If the pursuit was terminated, which statement closely supports the reason?

The pursuit resulted in the following: **SUSPECT ARRESTED**

Was the suspect vehicle forced to stop? **NO**

If yes, which methods
(list all that apply)?

Name of supervisor approving the forcible stop:

Code #:

Jurisdiction: **APD**

Were tire deflation devices utilized to assist in the termination of the pursuit? **NO**

If a tire deflation device was utilized to assist in the termination of the pursuit,
in your opinion, was the deployment the primary cause for the pursuit to be terminated? **NO**

Who deployed the device?

Where was the device deployed?

Charges

Did the suspect(s) flee on foot? **NO**

Was the suspect(s) arrested? **YES**

Description of charges against the driver (include code section):

SPEEDING, RECKLESS DRIVING, IMPROPER LANE CHANGE, DRIVING THROUGH THE GORE, FLEEING AND ATTEMPTING TO ELUDE, NO INSURANCE, SUSPENDED VEHICLE REGISTRATION, & DRIVING ON WRONG CLASS OF LICENSE

Status of warrant(s) against suspect / driver:

Did the passenger(s) flee on foot? **NO**

Was the passenger(s) arrested? **NO**

Description of charges against the passenger (include code section):

Status of warrant(s) against the passengers:

Total number of charges: **8**

Administrative Review

Supervisor's name: FRENCH, DOUG	Date:
How many Departmental / Office vehicles were involved in the pursuit? 1	
Did YOU terminate the pursuit? NO	
If yes, explain below:	
Were Departmental / Office policies and procedures adhered to? YES	
If no, explain below:	
Was there an additional use of force applied during the incident other than the pursuit? NO	
If yes, explain below:	
Was a Use Of Force Report completed? NO	Was the pursuit channel activated? NO

Distribution:

Original + copy of any / all associated reports for Staff Review
 Copy of this report + any / all associated reports to Watch Commander

Staff Review Only

Reviewed	Name	Signature	Code #	Concur	Date	Forwarded
Division Lieutenant	FRENCH, DOUG			<input checked="" type="radio"/> Yes No	03/15/2013	Divisional Captain
Divisional Captain	OSBORNE, TERRI			<input checked="" type="radio"/> Yes No	03/15/2013	Director
Director				Yes No		File

The Office of Internal Affairs shall make 1 copy of the entire packet and distribute as follows:

- Original - File
- Copy - Training & Development Unit

Memo

To: Ofc Furr
From: Lt R.J. Wessel *RJW*
CC: Lt D French
Capt T Osborne
Personnel file
Date: 10/28/2009
Re: Time Sheet

After being given final verbal notice on June 24, 2009 that your time sheet is due by 0900 hrs every other Wednesday you have failed to turn your time sheet in. By not turning your time sheet in on time it causes delays for more than one person in processing the paperwork and thus getting you paid. This is your written counseling that your time sheet is due every other Wednesday by 0900 hrs. The next offense will result in a day off without pay.

Alpharetta Police Department

Employee Advisory

Name: Arick Furr

Social Security Number: [REDACTED]

Unit/Division: TEU

Supervisor: Lt Wessel

Date: 7/25/11

This guide is used to assist supervisors in the preparation and documentation of the discussions for Employee Advisories.

Pre-meeting Preparation

Brief description of problem: (If attendance, number of incidents 0 past number of months 0)

On July 25, 2011 you were assigned to handle traffic control for the summer art camp at the Crabapple government center. This detail was assigned to you by Capt Osborne on 5/24/11 and in the email that was sent to the traffic unit she plainly states "You are responsible for getting your shift covered if you take off or are busy at your assigned time." You did not get this detail covered.

Date(s) of previous discussion(s) about this problem: N/A

Is the employee currently in an active level of discipline? Yes: No:

If so, indicate number of current, active disciplinaries: 1

Indicate current active level of discipline: Advisory: Written Reminder: DML:

Date(s) administered and category:

Desired Performance: Needed to make arrangements to have the detail covered per Capt Osborne's email prior to him leaving for vacation.

Actual Performance: Did not get the detail covered so a UPD officer had to be dispatched when no officer arrived to cover the shift

Consequences To Employee If Failure to Improve To Acceptable Level: Progressive discipline

Impact/Business Reason Why Employee Must Solve This Problem: This could have put the arriving children and their parents in danger of being struck by other vehicles during the heavy traffic that occurs during the drop off and pick ups.

Employee Advisory

Name: Arick Furr

Employee Action Plan:

Employee commits to solve this problem by:

Significant issues raised by the employee:

NOTE: ADDITIONAL DOCUMENTATION REQUIRED FOR WRITTEN REMINDER AND DML.

Additional Comments:

Supervisor's Follow-up Plans: This was the last day he was scheduled to cover the detail so going forward we will need to ensure that he covers all details that he is assigned
Follow-up Date(s): Pending

Remember to attach documentation of compliance when applicable.

Issuing Supervisor:

JL #216

Date:

8/11/11

Employee:

[Signature]

Date:

8/11/11

Wessel, Robert

From: Osborne, Terri
Sent: Tuesday, May 24, 2011 13:02
To: Traffic Enforcement Unit
Subject: Art Camp traffic detail.xls
Attachments: Art Camp traffic detail.xls

The attached schedule is for the traffic detail at the Recreation Department's Art Camp held at the Crabapple Center this summer. Check the schedule and the times for your shifts. You are responsible for getting your shift covered if you take off or are busy at your assigned time. The Bike officers have met with the recreation department's personnel and can answer any question about this detail and what is expected of you.

Capt Osborne

June

	6	7	8	9	10
AM - 0830-0900	T3	T4	B2	B2	B2
PM - 1450-1530	T2	T6	B1	B1	B1

	13	14	15	16	17
AM - 0830-0900	T3	T4	B1	B1	B1
PM - 1450-1530	T2	T6	B2	B2	B2

	20	21	22	23	24
AM - 0830-0900	T3	T4	B2	B2	B2
PM - 1450-1530	T2	T6	B1	B1	B1

July

	11	12	13	14	15
AM - 0830-0900	T3	T4	T5	T7	T9
PM - 1450-1530	T2	T6	B2	B2	B2

	18	19	20	21	22
AM - 0830-0900	T3	T5	B2	B2	B2
PM - 1450-1530	T2	T7	B1	B1	B1

	25	26	27	28	29
AM - 0830-0900	T4	T7	B1	B1	B1
PM - 1450-1530	T2	T10	B2	B2	B2



CITY OF ALPHARETTA

ANNUAL EMPLOYEE PERFORMANCE – 2021 Review Period EVALUATION FORM

SAVE

Print Form

Employee Information

Employee Name (last, first): Furr, Arick Employee #: _____
 Position Title: Sergeant (Training Division) Supervisor Name: LT Doug French
 Review Period From: 01/01/2021 Review Period To: 12/31/2021

Performance Factors

1. Attention to Detail

Being thorough in accomplishing a task with concern for all areas involved, no matter how small

An Alpharetta employee should perform every task to the highest quality and with as much thoroughness as possible, living up to the core value of excellence in all that we do

<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3
<input type="checkbox"/>	4	<input type="checkbox"/>	5	<input type="checkbox"/>	6
<input checked="" type="checkbox"/>	7	<input type="checkbox"/>	8	<input type="checkbox"/>	9

2. Positivism & Cooperation / Teamwork

Teamwork is defined as tasks completed by two or more employees, with each doing a part but all united and cooperating with the desire to the efficiency of the whole and achievement of the stated objective

An Alpharetta employee should exemplify a spirit of cooperation; supporting fellow employees and others as needed to accomplish given tasks and carry out our core mission of serving our citizens and customers

<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3
<input type="checkbox"/>	4	<input type="checkbox"/>	5	<input type="checkbox"/>	6
<input type="checkbox"/>	7	<input checked="" type="checkbox"/>	8	<input type="checkbox"/>	9

3. Communication

The art and technique of using words effectively, expressing ideas and information in a clear and concise manner

An Alpharetta employee should actively ask for and listen to diverse opinions and seek understanding; clearly share ideas and information with others; solicit, listen to, and honestly consider feedback and criticism; and keep others informed of work-related progress and problems, as appropriate

<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3
<input type="checkbox"/>	4	<input type="checkbox"/>	5	<input type="checkbox"/>	6
<input type="checkbox"/>	7	<input checked="" type="checkbox"/>	8	<input type="checkbox"/>	9

4. Customer Service

The act of providing, in a positive manner, a product in the way that it has been promised, either explicitly or implicitly

An Alpharetta employee takes care of his / her customer, be they external or internal, in a consistently positive manner that exceeds customer expectations and clearly communicates "I care"

<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3
<input type="checkbox"/>	4	<input type="checkbox"/>	5	<input type="checkbox"/>	6
<input checked="" type="checkbox"/>	7	<input type="checkbox"/>	8	<input type="checkbox"/>	9

5. Dependability

The degree to which an employee can be counted on to achieve results and / or meet goals within established time frames and budgets

An Alpharetta employee should consistently achieve stated goals on time and with a minimum margin of error, provide reliable, accurate information to customers and management, and accept responsibility for his / her actions and decisions

<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3
<input type="checkbox"/>	4	<input type="checkbox"/>	5	<input type="checkbox"/>	6
<input type="checkbox"/>	7	<input checked="" type="checkbox"/>	8	<input type="checkbox"/>	9

Scoring Guide

Under Performing:

- Performance is unacceptable. Consistently fails to meet job requirements and expectations. Behavior is consistently inappropriate for the workplace and the position. Immediate remedial action and improvement is required.
- Frequently fails to meet job requirements and expectations. Performance fails to meet what is routinely expected but is not unsatisfactory all of the time. Performance is less than expected and needs improvement. Direction, supervision, and learning are required if performance objectives are to be achieved.
- Some improvement needed to fully achieve the expected level of performance. Work activities do not consistently meet requirements due to specific weaknesses observed in one or more areas. Direction and learning are strongly suggested to aid in achieving performance objectives.

Meets Expectations:

- Behavior is appropriate for the workplace and position. Performance routinely meets what is expected of an employee in this position. Additional training is suggested in specific areas to improve efficiency or consistency in work performance.
- Consistently performs work in a satisfactory and acceptable manner and achieves expected results. Consistently achieves stated performance goals. Requires minimal direction to achieve stated goals and objectives. Seeks ways to improve own performance and advance skills or knowledge.

Performance Factors (Continued)

6. Initiative

The act of or ability to begin or to follow through energetically with a plan or task without direction or upon seeing a need and / or to suggest or communicate ideas on how to better accomplish tasks, address needs, and / or improve the ability to carry-out our core mission

1 2 3

4 5 6

5 An Alpharetta employee, upon identifying a need or opportunity to improve service, efficiency, safety, or customer satisfaction, should seek means of addressing the need or opportunity and communicate the idea to management and / or act to address the need or opportunity

7 8 9

7. Job Knowledge and Skill

The degree to which an employee possesses the technical knowledge necessary to accomplish all job requirements and understands the facts and information related to work assignments

1 2 3

6 An Alpharetta employee demonstrates an understanding of departmental functions and roles within the City organization; an ability to use correct practices, tools, and technologies to accomplish assigned tasks; and pursues educational opportunities to remain current on new and emerging tools, techniques, and information

4 5 6

7 8 9

8. Productivity / Efficiency

The degree to which an employee meets deadlines, adapts to changes, uses resources efficiently and uses good judgment in establishing priorities

1 2 3

4 5 6

8 An Alpharetta employee should demonstrate the ability to plan and prioritize time and resources in a manner that ensures successful completion of day-to-day objectives while adjusting to unexpected issues and opportunities and remaining within time and budgetary constraints.

7 8 9

9. Leadership (Managers / Supervisors Only)

Establishing direction and influencing others to follow that direction; setting goals, priorities, and standards, and making sure that these objectives not only are communicated but maintained.

1 2 3

4 5 6

9 An Alpharetta employee leads not only by words but also by actions; taking ownership by their actions and leading by example to communicate our core values, motivate and support fellow co-workers, respond to adversity or challenges with positive action, facilitate communication and collaboration among employees and customers, and coordinate the resources of the City so as to achieve stated goals and generate pride within and for the organization and the community that we serve.

7 8 9

Provide justification for any scores below 3 or above 6 given in any of the above Performance Factors. Attach additional sheets as necessary.

Scoring Guide

Meets Expectations (Continued):

6 Performance consistently meets and occasionally exceeds adequate skill levels and expectations. Achieves performance objectives, sometimes beyond expectations. Takes initiative to expand own knowledge and to add value to the organization.

Exceeds Expectations:

7 Performance frequently exceeds adequate skill levels and expectations. Accomplishments toward goals and demonstrated personal skills generally surpass job requirements. Frequently seeks additional ways in which to contribute to the performance of the organization.

8 Performance consistently exceeds adequate skill levels and expectations. Consistently performs work in an excellent manner and exceeds expected results. Employee's performance, attitude, and actions serve as an example to others.

9 Describes those few employees whose contributions to their work unit and the City far exceeds job expectations and requirements on a sustained basis. Accomplishments toward goals are exceptional, even under challenging circumstances. Demonstrates exceptional personal skills, maintains self-motivation, and initiates proper actions without guidance or supervision.

See Attached Sheet

List any key accomplishments that the individual made during the review period.
Attach additional sheets as necessary.




Contributed to the agency being in 100% compliance with all mandatory training for 2021.
Made improvements in the planning, coordination and presentation in the New Officer Program, and the In-Service Program for 2021
Maintained all Certifications during 2021
Recognized by various members of the Executive staff to include the Chief and the command staff various times for several excellent training events that they were personally involved in or planned.
Recommended for Supervisor of the Year

List any areas of improvement on which the individual should focus during the next review period.
Attach additional sheets as necessary.

Work to improve your Management Skills so you will be able to develop your Sergeants to move to the next level.

List any goals that the individual should work to achieve during the next review period.
Attach additional sheets as necessary.

Finish Command College
Maintain all certifications
Continue to assist the Training Division as an adjunct instructor.

Employee's Signature:  Date: 4/28/22
Supervisor's Signature:  #198 Date: 1/1/22
Director's Signature:  Date: 8/1/22

Total Score:
Add the scores from the Performance Factors and insert the total here. 68.00
Calculated Score:
Divide the number above by 8 and insert the result here.
Divide by 9 if position is Manager/Supervisor. Make sure factor 9. Leadership was completed. 7.55

Furr

Attention to Detail: 7

SGT Furr's performance consistently exceeds expectations. SGT Furr pays attention to the details and is very thorough. When planning, researching, scheduling and presentation of training there are many details that must be addressed, and he covers them very well. He looks at all the aspects and includes addresses the details at every level.

Attitude/Teamwork: 8

SGT Furr's performance consistently exceeds expectations. SGT Furr has a positive attitude that resonates throughout the agency. This positive attitude improves the learning environment that greatly enhances the quality of training. This positive attitude allowed him to provide purpose, direction, motivation to his employees and all employees of the agency. His positive attitude and teamwork played a crucial role in various projects and daily operations of within the Training Division. His ability to work as a team with entities outside our agency allows all officers in the agency to have access to classes that have been traditionally very hard to get into.

Communication: 8

SGT Furr's performance consistently exceeds expectations. SGT Furr's superior communication skills led to the initiation various new Training Initiatives that have greatly enhanced to amount and quality of training. He coordinates with every unit in the agency to ensure that training scheduled and conducted at a high level. Considering the high number of details that are involved in developing and delivering high quality training his communication skills allow for the training to happen at a high level. Considering the hurdles that we have encountered with COVID 19 and budget restraints his communication has allowed for adjustments without sacrificing quality of training. In addition to communicating with our own agency he is a master communicator with vendors, schools, academies, and civilian training companies.

Customer Service: 7

SGT Furr's performance consistently exceeds expectations. SGT Furr provides superior customer service to all "consumers." He strives to deliver the best product possible. Training Programs of all types are up to date, informative and ensures that officers are the trained very well. SGT Furr assists other agencies, officers and anyone that does business with the department and the city.

Dependability: 8

SGT Furr's performance consistently exceeds expectations. SGT Furr can be counted on to complete any task regardless of the difficulty or complexity with little to now supervision. SGT Furr is very good at asking for help and different ways to accomplish tasks. When he does ask for help, he learns the topic and does not need to ask again. In an effort to develop SGT Furr for the next level I have been assigning more Management Tasks that he has been able to accomplish at a high level.

Achieved Alpha Fit Elite Status.

Initiative: 8

SGT Furr's performance consistently exceeds expectations. Accomplishments toward goals and demonstrated personal skills consistently exceed job requirements. It is common for SGT Furr to accomplish tasks without being asked. He is very good at anticipating and making decisions to accomplish tasks that he knows need to be done before being asked. His initiative has been crucial in the Training Division being able to adapt to change without the quality of training going down. He understands that training, especially now is constantly evolving and changing. His initiative allows for The Training Division to adapt as well. Attending Command College at his own expense to improve his ability to do his job at the next level.

Job Knowledge and Skill: 7

SGT Furr's performance consistently exceeds adequate skill levels and expectations, he consistently performs work in an excellent manner and exceeds expected results. SGT Furr's performance, attitude, and actions serve as an example to others. SGT Furr has been assigned to various units and supervised various units, so he has a high level of job knowledge and skill which allow him to adapt training to the various disciplines throughout the agency. He is very good at relaying his vast knowledge in many areas which greatly enhances the the level of training that is delivered.

Productivity and Efficiency: 8

SGT Furr's Performance consistently exceeds adequate skill levels and expectations, he consistently performs work in an excellent manner and exceeds expected results. SGT Furr's performance, attitude, and actions serve as an example to others. SGT Furr's work product consistently exceeds expectations. He has supervised the creation and/or improvement of various training events including, Defensive Tactics, Driving, and many others. He looked at the climate in Policing Today and factors and he was a major contributor the creation of the new Mechanics of Arrest Training Program that will revolutionize the way our officers handle stressful physical confrontations.

Achieved Alpha Fit Elite Status.

Leadership: 7

SGT Furr's Performance consistently exceeds adequate skill levels and expectations, he consistently performs work in an excellent manner and exceeds expected results. SGT Furr leads by example and never asks someone to do something that he has not done himself. His high level of motivation and his very positive attitude are contagious. He increases the moral of everyone he is around which makes for a much better training environment. His work ethic is unmatched, he will do anything that is required to get the job done right. He provides purpose, direction, motivation, and teamwork to subordinates which allows them to succeed. He gives clear instructions and enforces stated standards and timelines. He has the resolve to enforce standards when it is not popular. SGT Furr always ensures that his subordinates have clear guidelines and expectations so they can be the best employees possible.

Accomplishments:

Contributed to the agency being in 100% compliance on all mandatory training for 2021.

Made improvements in the planning, coordination and presentation in the New Officer Program, and the In-Service Program for 2021

Maintained all Certifications during 2021

Recognized by various members of the Executive staff to include the Chief and the command staff various times for several excellent training events that they were personally involved in or planned.

Quarterly Checks: None

Commendations: 1 Supervisor of the Year (Not Selected)

Complaints: None

At Fault MVCs: None

Discipline: None

Details: None

Areas of Improvement:

Work to improve your Management Skills so you will be able to develop your Sergeants to move to the next level.

Goals and Objectives for 2021

Met all goals and objectives

Goals and Objectives for 2022

Finish Command College

Maintain all certifications

Continue to assist the Training Division as an adjunct instructor.